

May 2025

The Institute of Cancer Research

About our organisation

We are one of the world's most influential cancer research institutes with an outstanding record of achievement dating back more than 100 years. We are world leaders in identifying cancer genes, discovering cancer drugs and developing precision radiotherapy. Together with our hospital partner The Royal Marsden, we are rated in the top four centres for cancer research and treatment worldwide.

As well as being a world-class institute, we are a college of the University of London.

We have charitable status and rely on support from partner organisations, charities, donors and the general public.

We have more than 1000 staff and postgraduate students across three sites – in Chelsea and Sutton.

The ICR is committed to attracting, developing and retaining the best minds in the world to join us in our mission – *to make the discoveries that defeat cancer.*

Core Research Facilities, Research Services

At the ICR we aim to defeat cancer through scientific excellence, innovation and partnership. These principles also underpin our approach to scientific infrastructure, which is among the very best of any research centre in the UK. The Core Research Facilities are part of the wider Research Services Division supporting the researchers at the ICR.

The use of cutting-edge technology coupled with expert staff to employ it effectively is essential to the success and progress of our research work. We are founding signatories of the Technician Commitment and supportive of technician's career development.

Flow Cytometry Facility

ICR Flow Cytometry Facility supports researchers across both our Chelsea and Sutton sites, providing expert technical advice, training, support and services. The facility is equipped with near identical instruments across sites with state-of-the-art instruments including two BD Symphony S6 cell sorters, two Sony Cell Sorters (SH800 and MA900), two BD Symphony A5, two BD LSR II and a Beckman Coulter CytoFLEX LX, an Agilent NovoCyte Penteon and a BD Rhapsody. The facility will acquire a spectral system this year to support our high parameter workflows and accommodate rising user demand.

The Role

A Flow Cytometry Specialist position is available at the ICR Flow Cytometry Facility from September 2025. Part of a team of five staff working across both of our sites, the post holder will be responsible for the day-to-day operation and management of the facility. This includes instrument maintenance, calibration and troubleshooting, cell analysis and sorting, data analysis and training, panel design and protocol optimization as well as to assist researchers with expert technical advice and support. The role should enable the production of high-quality data which is publication ready.

Applicants should ideally have a BSc/MSc in biological sciences and have excellent laboratory and analytical skills. Experience with multi-colour flow cytometry (analysis and sorting), panel design and data analysis (flow and imaging) is essential. Experience in high parameter data analysis and coding, as well as experience working in core research facility or in lab management would be advantageous.

Given the dynamic role the successful candidate will have excellent communication and team working skills as well as be able to work independently and under pressure, prioritize work effectively and be pragmatic and flexible. You will have excellent attention to detail and good IT skills.

The appointment will be non-time limited. The starting salary will be inclusive with some scope for higher starting salary depending on a candidate's relevant experience and skills.

Our mission is to make the discoveries that defeat cancer.

Our values

The ICR has a highly skilled and committed workforce, with a wide variety of roles, each requiring different skills. But whether you work as a researcher, or work as part of our corporate team, your work and behaviour is underpinned by these six values. They are what bring us together as one team - as 'One ICR'.

Pursuing excellence

We aspire to excellence in everything we do, and aim to be leaders in our field.

Acting with Integrity

We promote an open and honest environment that gives credit and acknowledges mistakes, so that our actions stand up to scrutiny.

Valuing all our people

We value the contribution of all our people, help them reach their full potential, and treat everyone with kindness and respect.

Working together

We collaborate with colleagues and partners to bring together different skills, resources and perspectives.

Leading innovation

We do things differently in ways that no one else has done before, and share the expertise and learning we gain.

Making a difference

We all play our part, doing a little bit more, a little bit better, to help improve the lives of people with cancer.

Job description

Department / division:	Core Research Facilities
Pay grade / staff group:	Higher Scientific Officer
Hours / duration:	Full time (35 hours per week), Monday to Friday.
Reports to:	Flow Cytometry Facility Manager
Main purpose of the job:	To provide Flow Cytometry, single cell solutions and data analysis support to researchers at the Institute of Cancer Research

Duties and responsibilities:

Manage, operate and train on all facility instrumentation (analysers, cell sorters and other platforms)

Carryout routine maintenance, calibration, quality controls and troubleshooting on all cytometers and track and report instrument performance.

Identify instrument issues, liaising with engineers, application scientists, technical support & services and other stakeholders

Cell sorting, training, user assistance, management and workload planning.

Providing excellent technical support to users of the facility.

Panel design, application/assay development.

Data analysis support and training (both basic and high dimensional data analysis)

Training and supervision of junior members of the facility team.

Upskilling our user base, including design and organisation of instrument and software training. Organise, manage and host seminars, webinars and workshops.

Keeping up to date with latest development in the field.

Ordering of consumables, stock management and inventory.

Manage instrument service contracts with ICR procurement assistance.

Managing site access to contractors, visitors and engineers.

Keep the laboratory environment safe and tidy, maintain safety practice as mandated by ICR in conjunction with the ICR Health & Safety team.

Plan facility improvement and development together with the Flow Cytometry Facility Manager and the Head of Core Research Facilities.

General

All staff must ensure that they familiarise themselves with and adhere to any ICR policies that are relevant to their work and that all personal and sensitive personal data is treated with the utmost confidentiality and in line with the General Data Protection Regulations.

Any other duties that are consistent with the nature and grade of the post that may be required.

To work in accordance with the ICR's Values.

To promote a safe, healthy and fair environment for people to work, where bullying and harassment will not be tolerated.

This job description is a reflection of the present position and is subject to review and alteration in detail and emphasis in the light of future changes or development.

Person specification

Education and Knowledge

BSc in a biological or life sciences or related field	Essential
MSc or equivalent experience in a relevant field	Desirable
Experience in multicolour flow cytometry and data analysis	Essential

Skills

Demonstrate good laboratory and analytical skills	
Meticulous attention to detail for record keeping and proven ability to keep accurate records and maintain a high standard	
Proven ability to follow and develop instructions, protocols and guidance	
Excellent organisation and management skills and overview	
Ability to work under pressure in a customer facing environment	Essential

Experience

Previous experience in/knowledge of multiparameter flow cytometry cell analysers and cell sorters and panel design	Essential
Experience with data analysis softwares and platforms e.g. FlowJo, FCS Express, Cytobank, OMIQ	Essential
Previous experience in/knowledge of spectral or imaging cytometry	Desirable
Previous experience in/knowledge of mass cytometry	Desirable
Previous experience in/knowledge in the analysis of small particles and extracellular vesicles	Desirable
Experience of protocol optimization, assay development and applications	Essential
Teaching, training and demonstration experience	Essential
Experience of working with a multidisciplinary team, a collaborative environment and supporting projects	Essential
Previous experience of working in a core research facility or shared resource laboratory or similar environment	Desirable

Experience of handling and managing of user enquiries, expectations and conflict	Desirable
Have an ability to work co-operatively with others and those who may not have a cell biology background	Essential
Experience of booking and management systems (eg. iLab, PPMS etc)	Desirable
Enable the production of high-quality data which is publication ready	Desirable
Knowledge and practical experience of working with health & safety regulations	Desirable

General

Excellent interpersonal skills with the ability to establish effective working relationships	Essential
Proven ability to work flexibly and independently, be pragmatic and able to propose practical solutions to problems alone or through acquiring help	
Proven ability to plan, organise and prioritise a busy workload to meet deadlines and maintain a high degree of accuracy	Essential
Excellent standard of written and verbal communication	Essential

Benefits

We offer a fantastic working environment, great opportunities for career development and the chance to make a real difference to defeat cancer. We aim to recruit and develop the best – the most outstanding scientists and clinicians, and the most talented professional and administrative staff.

The annual leave entitlement for full time employees is 28 days per annum on joining. This will increase by a further day after 2 years' and 5 years' service.

Staff membership to the Universities Superannuation Scheme (USS) is available. The USS is a defined benefit scheme and provides a highly competitive pension scheme with robust benefits. The rate of contributions is determined by USS and details of the costs and benefits of this scheme can be found on their website. If staff are transferring from the NHS, they can opt to remain members of the NHS Pension Scheme.

We offer a range of family friendly benefits such as flexible working, a parents' group, and a maternity mentoring scheme. Other great benefits include interest free loans for discounted season tickets for travel and bicycle purchases, access to the NHS discounts website, a free and confidential Employee Assistance Programme which offers a range of well-being, financial and legal advice services, two staff restaurants, and access to a gym and sporting facilities at our Sutton site.

Further information

You may contact Hira Ale (by emailing <u>hira.ale@icr.ac.uk</u>) for further information

This job description is a reflection of the current position and is subject to review and alteration in detail and emphasis in the light of future changes or development.